

**WLWI-FM, WHHY-FM, WXXF(FM), WLWI(AM),
WMXS(FM), and WMSP(AM)
EEO PUBLIC FILE REPORT
December 1, 2018 – November 30, 2019**

I. VACANCY LIST

SEE SECTION II, THE “**MASTER RECRUITMENT SOURCE LIST**” (“**MRSL**”) FOR RECRUITMENT
SOURCE DATA

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
WHHY(FM) On-Air, Morning Show	1, 5-7, 9-10, 12, 22	12
Assistant Business Manager	1, 5-7, 9, 12, 22	1
Account Executive	1, 5-7, 9, 12, 22	1

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	CMI Business Managers <i>Companywide distribution open positions posted in all CMLS Markets</i> BM@cumulus.com ;	No	2
2	On-Air Announcements (<i>one or more SEU stations</i>)	No	0
3	Station Website Postings (<i>one or more SEU stations</i>)	No	0
4	Simply Hired www.simplyhired.com	No	0
5	Link Up www.linkup.com	No	0
6	Glassdoor www.glassdoor.com	No	0
7	Indeed www.indeed.com	No	9
8	MediaRecruiter www.mediarecruiter.com	No	0
9	Zip Recruiter www.ZipRecruiter.com	No	3
10	All Access www.allaccess.com	No	2
11	Radio and Music Pros www.Ramp247.com	No	0
12	Linkedin www.linkedin.com	No	1
13	Alabama State University Ayoleke David Okeowo, Professor & Chair Department of Communications dokeowo@alasu.edu (334) 229-4493	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Auburn University Career Services Shae Robinson Auburn, AL 36104 (334) 844-4744	No	0
15	Montgomery Independent Newspaper 1810 West 5 th Street Montgomery, AL 36106 (334) 265-7323	No	0
16	Alabama Broadcasters Association 1316 Alford Avenue, Ste 201 Birmingham, AL 35226 (205) 979-1690	No	0
17	Auburn University-Montgomery Agnes Shipma Montgomery, AL 36117 (334) 244-3792	No	0
18	Troy State University, Career Services, Janice Patrick Troy, AL 36092 (334) 670-3217	No	0
19	Huntingdon College Fran Taylor, Career Services Montgomery, AL 36106 (334) 833-4222	No	0
20	Faulkner University Marie C. Ottinger, Director of Career Services Montgomery, AL 36109 mottinger@faulkner.edu	No	0
21	The Campus Special, LLC Allyson Chandler, Director of Product (770) 807-7474 Allyson@campusspecial.com	No	0
22	Monster www.monster.com	No	0
23	Ladders www.TheLadders.com	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			17

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program	Our SEU hosts an on-going internship program and during this reporting period our SEU hosted four student interns—three (3) from Alabama State University and one (1) from Faulkner University. The interns worked in the Programming department and were supervised by the SEU’s Program Directors.
2	Management-Level Training Regarding Methods of Ensuring Equal Employment Opportunity and Prevention of Discrimination and Harassment	During the month of April 2019, this SEU participated in harassment prevention training. All SEU employees were required to complete a course prepared by ThinkHR entitled, “Workplace Harassment Prevention,” designed to address sexual harassment with a focus on the forms of harassment prohibited by federal law. The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. The course for managers was more extensive than the course for staff members. In order to obtain a certificate of participation, employees were required to take a quiz following their completion of the tutorial.
3	Participate in Event/Program Sponsored by a Community Organization Relating to Careers in Broadcasting	On May 21, 2019, five (5) of our SEU’s Account Executives attended a function sponsored by the Prattville Chamber of Commerce—“Business Needs to Know,” and met with small groups to discuss opportunities in radio sales and the impact building professional relationships has on increasing business branding.
4	Participate in Event/Program Sponsored by an Education Institution Relating to Careers in Broadcasting (2)	On April 24, 2019 and October 8, 2019, our WHHY(FM) Program Director was invited to speak to the Communications class at Alabama State University about what its like to be a radio personality and what it takes to enter and succeed in the radio business.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Participate in Event/Program Sponsored by an Education Institution Relating to Careers in Broadcasting	On April 24, 2019, our SEU hosted the Journalism Class of Alabama Christian Academy. Our Operations Manager and Production Director gave them a tour of our facilities, during which they were able to meet and interact with staff members in every department and get their questions about radio operations answered.